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REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
REGIMENTAL NONCOMMISSIONED OFFICER ACADEMY
FORT GORDON, GEORGIA 30905-5491



ATZH-LCA (310-2d)

12 July 2006

MEMORANDUM FOR Regimental Noncommissioned Officer Academy (RNCOA)

SUBJECT: Policy Memorandum #14 - Prevention of Sexual Harassment

1. Reference. Army Regulation 600-20, Chapter 7, Army Command Policy, 1 February 2006
2. This policy letter applies to all military and civilian personnel assigned or attached to the RNCOA. The purpose of this memorandum is to provide the academy's policy on the prevention of sexual harassment.
3. This academy will not tolerate any form of sexual harassment or unfair treatment of Soldiers or civilians within the academy. This includes any unsolicited, non-reciprocal behavior that emphasizes sexuality over a person's role as a Soldier/civilian worker. Acts prohibited by this policy include, but are not limited to, the following:
 - a. Verbal abuse (sexually degrading language), including inappropriate cadences.
 - b. Visual abuse (obscene gestures).
 - c. Unsolicited requests or demands for sexual contact.
 - d. Offers of benefits or privileges for sexual contact.
 - e. Physical abuse (an inappropriate touch or grab).
4. Branch Chiefs and all SGLs are responsible to ensure complaints of sexual harassment and sexual blackmail (i.e., preferential treatment in exchange for sexual favors) are addressed and resolved immediately and completely.
5. Sexual harassment is not merely an equal opportunity or environmental problem; it is punishable under the following articles of the Uniform Code of Military Justice (UMCJ)
 - a. General Article – 134
 - b. Article 133 – conduct Unbecoming an Officer and Gentleman
 - c. Article 92 – Violation of a Lawful Order or Regulation

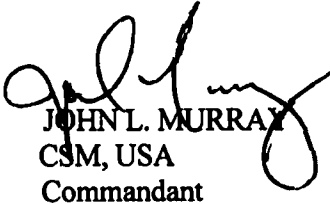
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- d. Article 93 – Cruelty and Maltreatment
 - e. Article 117 – Provoking Speeches and Gestures
 - f. Article 128 – Assault
 - g. Article 138 – Complaint of Wrongs
6. I am fully committed to integrating all Soldiers and civilians into all aspects of military life. We must ~~sustain~~ a command climate in which all Soldiers and civilians can freely apply their skills and energy to achieve their full potential. We will afford all Soldiers a safe and secure environment conducive to good human relations, professional growth, and equal opportunity.
7. My bottom line is simple – we will respect every Soldier and civilian and address them with dignity – the way we want to be treated. I expect the highest professional standards and conduct from all personnel.


JOHN L. MURRAY
CSM, USA
Commandant

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